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Practical Solutions: Employment Supports - Providing The Right Support

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Practical Solutions: Employment Supports - Providing The Right Support

Abstract
[Excerpt] Over 18.6 million people with disabilities are employed in our country. Many would not be employed without employment supports. These supports enable individuals who have the skills, to work effectively. We facilitate skilled workers with disabilities by removing obstacles and barriers.

Employment supports provide practical solutions through: transportation, housing, home modifi cation, personal assistance, assistive technology and health care.

Keywords
disability, accommodation, employment, employment supports

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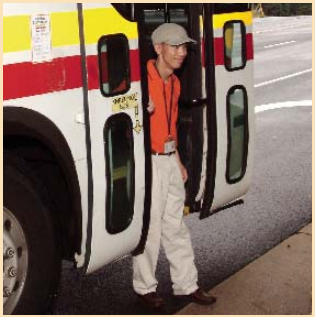
The Spectrum of Workforce Possibilities

Providing the Right Support

"Huy's positive attitude and good attendance during his nine years at the Childcare Center, serve as an example to those of us without disabilities"

Sandy Karabelas, Government Center Childcare Center Coordinator, Fairfax, VA

Facilitating the Skilled

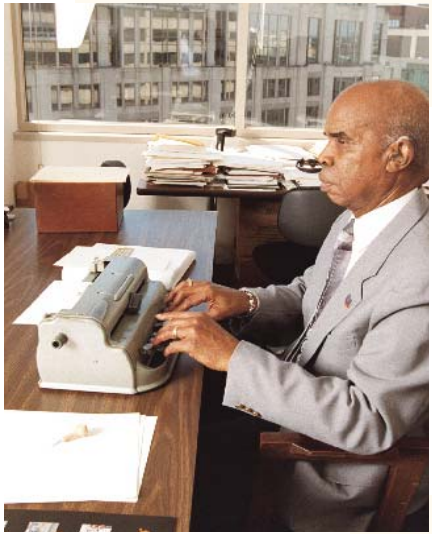


Over 18.6 million people with disabilities are employed in our country. Many would not be employed without employment supports. These supports enable individuals who have the skills, to work effectively. We facilitate skilled workers with disabilities by removing obstacles and barriers.

Employment supports provide practical solutions through: transportation, housing, home modification, personal assistance, assistive technology and health care.

Employment supports are those services that make it possible for individuals to work. For some, it begins the moment they wake up – with assistance in regular personal care activities, such as dressing, bathing, and eating. For others, it may be getting a ride to work. Supports take place in an individual's home and at a job site, where ever they are needed.

Supportive Accommodations...



Accommodations, often make it possible for a qualified person with a disability to do the same job as everyone else,, Some accommodations are simple adaptations; others require more sophisticated equipment. Matching and enhancing the capabilities of the individual with the essential functions of the job are the keys to supportive accommodations.

Accommodations as work place supports cut across all disability categories – a worker with a vision disability may require the assistance of a reader, another with a hearing disability may use a sign language interpreter, a person with a cognitive disability may need verbal coaching, someone with a physical disability may need a work station change.

Transportation Promotes...

Independence

Reliable transportation is one of the most important keys to getting to work. Nine years ago, Huy needed a personal assistant in order to ride the bus to work. When there was no one to help him, he didn't go to work. Today, he is independent. Bus training taught Huy to do it on his own and has meant he is able to go to work each day, on time. Just as important, he finds his own way to the movies and bowling – his two favorite after work activities. Bus training helped Huy get to work and more fully experience life outside of work. .

Affordable Housing Creates...

A New Attitude

When you don't have a home, you are less likely to work. This is especially true for individuals with disabilities who need affordable, accessible housing. Housing supports through state and federal agencies help individuals find and afford housing, help them with modifications and living expenses. This is just the help some need to give them a new attitude…to keep them working.

Home Modification...

Allows Access

Individuals with disabilities are assisted through customized programs that provide access to wheelchair ramps, handle bars and other home modifications. This provides them with the access and mobility they need to be part of the working world. It means having a different wall switch to turn on the lights, a large knob on the stove to cook breakfast, a wheelchair ramp to get out the front door, a service dog to act as a guide while getting to the bus stop.

Personal Assistance...

Makes the Difference

Personal assistance enables some individuals to get out of bed, to eat and to dress…to go to work each day. A full-time personal assistant helps Eric create a line of greeting cards. Cards are sold at local gift shops. Eric's assistant helps with his personal care at home and helps him get to and from sales meetings. Eric's own creative talent meets the needs of his demanding career.

Assisted Technology...

A Full Spectrum

For individuals without disability, assistive technology makes things easier. For individuals with disabilities, assistisve technology makes things possible! Devices can be as simple as a larger button, a telephone head set, enlarged key pads and computer screens or as sophisticated as a voice activated computer, communication device or an electric scooter. Assistive technology makes work possible for many individuals with disabilities.

While working at Cat Care in Marietta, GA Shannon's employer realized that a higher powered microscope would enable her to expand her work duties. It helps Shannon and makes it easier on the other employees as well.

Employment Supports...

Employment Supports Teams Work With:

- Employers…to support flexibility in telecommuting, benefits packages, targeted recruitment and transit subsidies.
- Federal agencies…to link them to employment through transportation, housing, health care, assistive technology and personal assistance.
- Schools…begin transitioning to employment at a middle school age.
- Granting agencies…to support cutting edge ideas to help people who want to work, get to work.

Accommodations in the Workplace

- Assistive technology
- Sign language interpreter
- Physical access
- Reader
- Personal assistant
- Equipment modifications
- Telecommuting options
- Transportation vouchers
- Flexible work schedules
- Flexible fringe spending accounts

Research and production of the brochure were funded by the Office of Disability Employment Policy (ODEP), US Department of Labor. Copies are available from the Office of Disability Employment Policy at 200 Constitution Ave., NW, Washington, DC 20210; 202-633-7365(v); 1-877-889-5627(TTY); 202-693-7888(fax) or at the website, www.dol.gov/ODEP

Alternate formats are available by contacting ODEP. Links to additional information on employing people with disabilities are available through the website.

Design: Adhawks Advertising & Public Relations, Inc., Louisville, KY
Editorial: Melinda Mast
Photography: Bud Smith and Office of Disability Employment Policy

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